

## **Moderating the Effect of Supervisor Support on Work-to-Family Conflict and Burnout Relationship**

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**ABSTRACT** Nursing shortage is a serious problem in Taiwan. The objective of this paper is to investigate the role of supervisor support (SS) in the work-to-family conflict (WFC) and burnout relationship that impacts the professional commitment (PC) amongst nurses. Self-reporting data was collected from 410 nurses. A confirmed factor analysis (CFA) was used to test the validity of dimensions. A hierarchical regression analysis (HRA) and the correlation matrix were used to test the hypotheses. The collected data shows that SS strongly moderates WFC-burnout relationship after HRA analysis. The moderating effects of SS suggest that through SS, WFC's impacts on burnout diminish, and thus SS enhances PC of nurses. It avoids high turnover in the nursing profession. The results conclude that the supervisors of nurses should take the initiative to identify which nurse under supervision is facing a WFC problem, and support her to avoid the nurse's burnout, and thus reduce nurse turnover rate.